



**FAO PROPOSAL BRIEF**  
**Strategic Leadership Division**  
**(DAMO-SSF)**  
**LTC Jim Turner**  
**48C/E Program Manager**





# Agenda

- ↳ Vision
- ↳ Strategic Leadership Division
- ↳ Program Manager Functions
- ↳ FAO Contributions
- ↳ FAO Training Cycle
- ↳ Life Cycle Management
- ↳ Current FAO Issues
- ↳ Questions and Discussion





# The FAO Vision

Army Foreign Area Officers are warriors who provide focused regional expertise to the joint warfighter. They possess expert military knowledge of the region, advanced language skills, and a studied cultural and political understanding, which enable them to increase success and reduce risk across the full spectrum of operations from major combat to stability operations. They operate decisively in uncertain environments, often independently, as a valuable force multiplier to commanders and senior leaders from the tactical to the strategic level. Above all, they are Sold

America is a Nation at war. To win this war, we must meld all elements of our national power in a determined and relentless campaign to defeat enemies who



Peter J. Schoomaker  
General, United States Army





# DAMO-SSF Major Functions

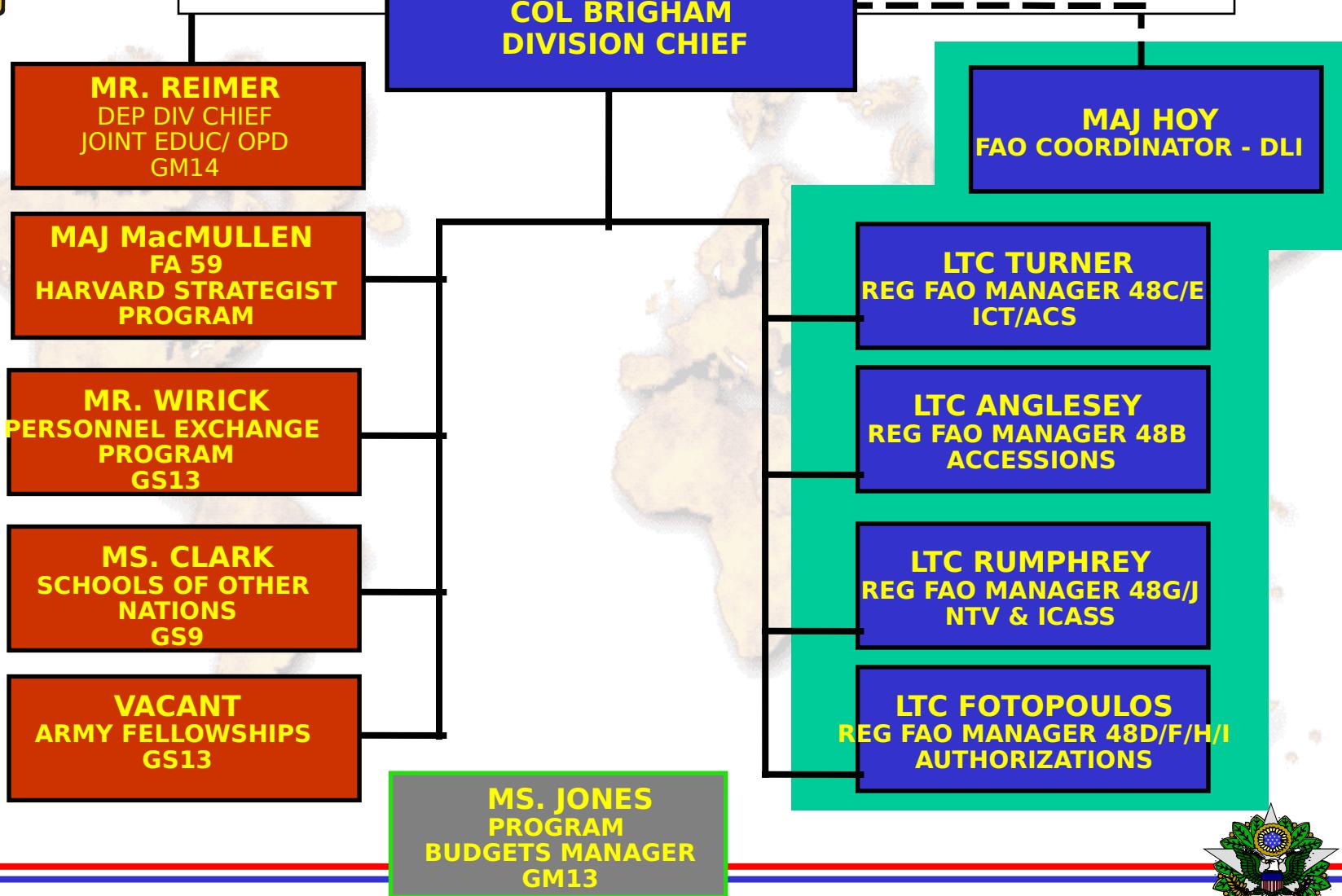
- ↳ Perform Life Cycle Management for FA48 (FAO) & FA59 (Strategist) as proponent office for the G-3.
- ↳ Administer the Military Personnel Exchange Program (MPEP), Schools of Other Nations (SON) Program, Senior Army Fellowship Program, Harvard Strategist Program and Army participation in the MIT Seminar XXI and the OSD National Security Managers Course.





# DAMO-SSF

## Organization





# FAO Proponent At Work



**FAO Proponent manages every aspect of the Army's Foreign Area Officer Program from accessions to separation.**

- ↳ **Policy.** FAO Proponent establishes and oversees execution of all policy related to the life cycle management of Foreign Area Officers IAW AR 600-3.
- ↳ **Accessions.** Officers are accessed and Career Field Designated into FA 48 as captains (between their 7th and 8th years of service), based upon the needs of the Army, officer preference, military experience and demonstrated aptitude.
- ↳ **Training and Education.** FAO Proponent oversees the training and education programs for each of the nine FAO regional Areas Of Concentration. Under the supervision of our Program Managers, each officer learns a foreign language, conducts in-country training (ICT), and earns a regionally focused graduate degree.
- ↳ **Professional Development.** FAO Proponent works very closely with HRC to put together a professional development plan for each officer which includes career counseling, professional development, and promotion opportunities.

## Life Cycle Management - AR 600-3

(1) Structure    (2) Acquisition    (3) Training and Education

(4) Distribution    (5) Deployment    (6) Sustainment

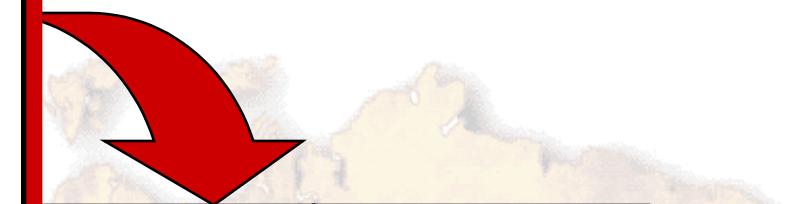




# Program Manager Functions

## Life Cycle Management - AR 600-3

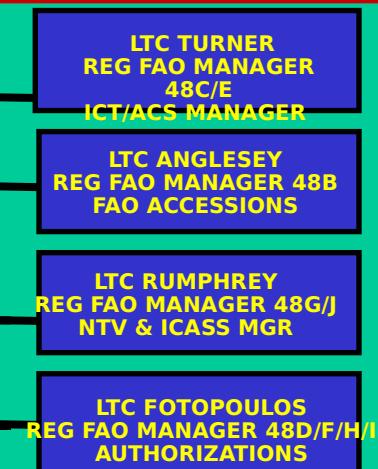
- (1) Structure
- (2) Acquisition and Education
- (4) Distribution
- (5) Deployment
- (6) Sustainment
- (7) Professional Development
- (8) Separation



### Authorizations

- ↳ Policy Oversight
- ↳ In-Country Training Site Management
- ↳ Advanced Civil Schooling Program
- ↳ FAO Orientation Course Administration
- ↳ Web Page [www.fao.army.mil](http://www.fao.army.mil)
- ↳ FAO Program Budget Oversight
- ↳ FAO Newsletter/Association Articles

- ↳ Property & Vehicle Management





# FAO Characteristics

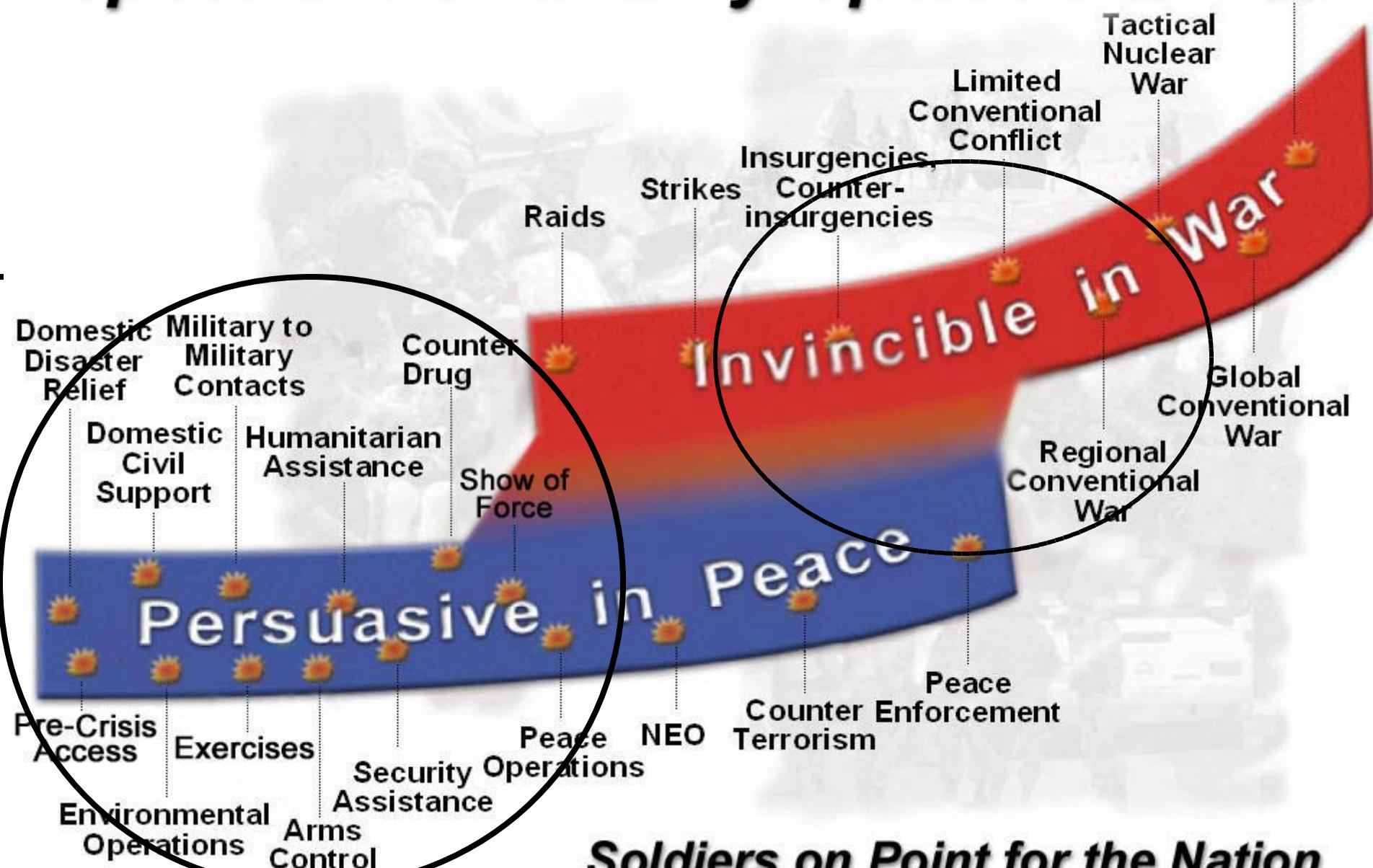
*From DA Pam 600-3, "Commissioned Officer Development"*

- ➡ FAOs combine regional expertise, language competency, political-military awareness, and professional military skills.
- ➡ FAOs serve worldwide in critical and sensitive positions, often as the sole Army and/or DoD representatives in country, executing US national security strategy or advising senior leaders.
- ➡ FAOs provide a cadre of officers with in-depth experience and knowledge of political-military operations in support of senior Army and national decision-makers.
- ➡ The “SOLDIER-Statesman.”



## FAO Contribution

# Spectrum of Military Operations



# FAO Training



**Three-Phases of Training:**  
**Language, In-Country Training, and Advance Civil Schooling**



**Significant Investment:**

- Time (3- 5 Years)

- Dollars:

Language	\$10 -
25,000	
ACS	\$10 -
32,000	
ICT	\$25 -
100,000	

**Nine Separate Areas of Concentration (AOCs):**

48B - Latin America

48C - Europe

48D - South Asia

48E - Eurasia

48F - China

48G - North Africa / Middle East

48H - Northeast Asia

48 I - Southeast Asia

48J - Sub-Saharan Africa





# FAO IN-COUNTRY TRAINING SITES

## LATIN AMERICA (48B)

ARGENTINA (1) GUATEMALA (2)  
 BOLIVIA MEXICO (1)  
 BRAZIL (2) PERU  
 CHILE  
 ECUADOR (1) EL SALVADOR

## EUROPE (48C)

AUSTRIA  
 BELGIUM  
 CROATIA  
 CZECH REP.  
 FRANCE (1)  
 GERMANY  
 (1)  
 GREECE  
 HUNGARY  
 ITALY (2)  
 NETHERLANDS  
**NORWAY\***  
 POLAND  
 PORTUGAL  
 ROMANIA  
 SERBIA/MONT.\*\*  
 SLOVAKIA  
 SPAIN

## S ASIA (48D)

BANGLADESH  
 INDIA  
 PAKISTAN

## EURASIA (48E)

MARSHALL CNTR  
 (GARMISCH)  
 ESTONIA  
 RUSSIA  
 BEIJING (3)

## CHINA (48F)

## MIDDLE EAST / N. AFRICA (48G)

EGYPT (1)  
 MOROCCO (1)  
 JORDAN (3)  
 KUWAIT  
 OMAN  
 TUNISIA  
 TURKEY (1)

## NE ASIA (48H)

JAPAN (2)  
 KOREA (1)

## SE ASIA (48I)

INDONESIA VIETNAM #TEMPORARILY  
 MALAYSIA THAILAND (2) SUSPENDED  
 PHILIPPINES \*PENDING CLOSURE  
 \*\* OPENING 2005

Not Currently filled

## AFRICA, SUB-SAHARAN (48J)

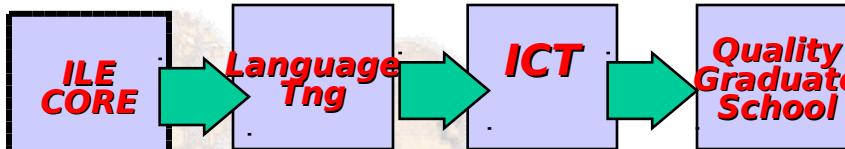
BOTSWANA  
 CAMEROON  
 ETHIOPIA

**NIGER\***  
 SENEGAL  
 ZIMBABWE



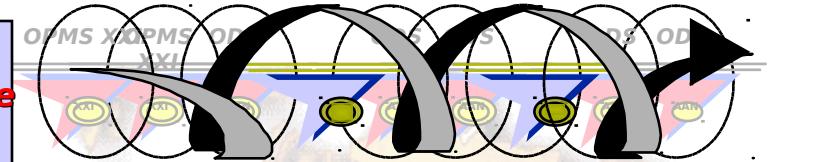


# FAO CAREER PATH



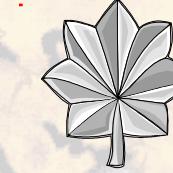
**Rigorous Training**

**Early CFA PZ MAJ**



**Repetitive FAO Assignments**

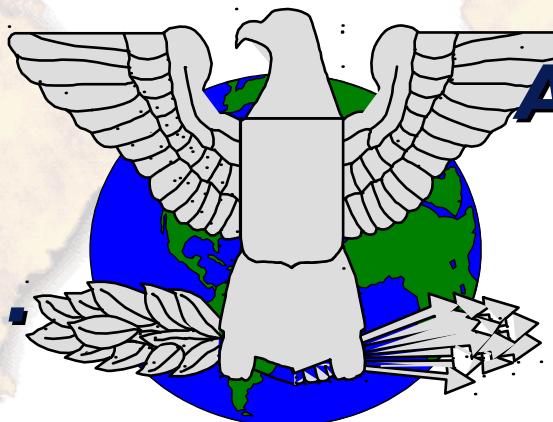
**PZ LTC**



**PZ COL**



**The  
Goal.....**



**A fully qualified  
colonel; in the  
case  
of the FAO, a  
“SOLDIER-  
Statesman” as  
well**



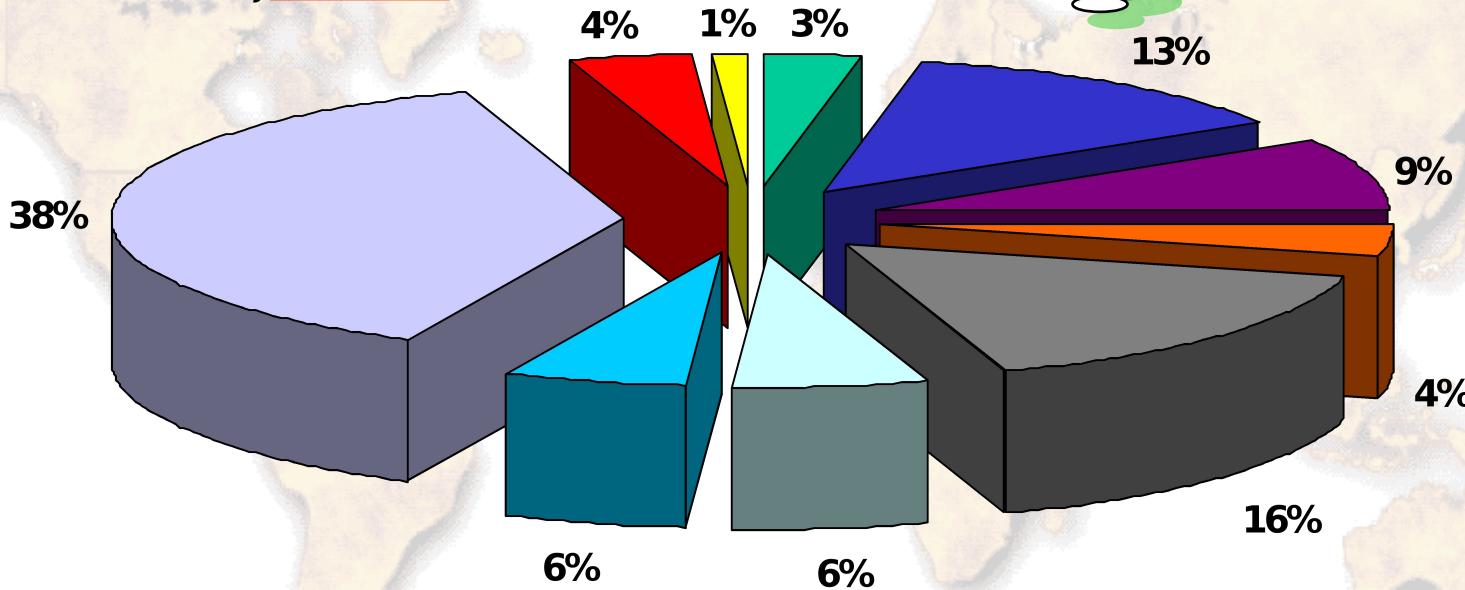


# FAO Authorizations

**738 Auth/1054 on-hand**

As of: 03 Jun 05

**FAOs = 5.5% Of Army Field Grade Authorizations**



<span style="color: teal;">█</span> JCS	<span style="color: blue;">█</span> GCC	<span style="color: purple;">█</span> Other	<span style="color: orange;">█</span> ARSTAFF
<span style="color: grey;">█</span> DSCA	<span style="color: cyan;">█</span> MACOM/ASCC	<span style="color: cyan;">█</span> DTRA	<span style="color: lightblue;">█</span> DIA/DAS
<span style="color: red;">█</span> USMA	<span style="color: yellow;">█</span> OSD		





# FAO Life Cycle Model

## ASSIGNMENTS

**7 YR TIS Early  
Career Field  
Accessions  
Board**

PLT  
LDR  
BN/BDE  
Staff  
Officer

CO  
Commander  
BN/BDE/DIV  
Staff Officer

**COMPANY GRADE**

**MAJ**

**LTC**

**COL**

Basic  
Officer  
Leadership  
Course  
  
Captain's  
Career  
Course

✓  
**Language**  
✓  
**Graduate**  
**School**  
**(ACS)**  
✓  
**In-Country**

Language Refresher  
Attaché Training  
SAO Training  
JPME 2 (Joint Forces Staff  
College)

**EDUCATION**

**The Order of These Positions Is Not Critical; However, Officer Should Strive to Serve in the Region, at a GCC and in the D.C. Area.**

Defense Attaché  
Army Attaché  
Assistant Army Attaché  
Security Assistance  
Officer  
Liaison Officer  
Pol-Mil Staff Officer  
Reg. Program Manager  
Instructor

Defense Attaché  
Army Attaché  
Assistant Army Attaché  
Security Assistance  
Officer  
Liaison Officer  
Political-Military Staff  
Officer  
Regional Program  
Manager

Proponent Chief  
Defense Attaché  
Army Attaché  
Security Assistance  
Chief  
Liaison Officer  
Pol-Mil Staff Officer  
Instructor  
Arms-Control Inspector





# FAO Positions

## Political-Military Officers Security Assistance Office



OFFICE OF THE SECRETARY OF DEFENSE  
STATE DEPARTMENT  
JOINT STAFF  
DEFENSE INTELLIGENCE AGENCY  
DEFENSE AGENCIES



### Defense / Army Attaché



COMBINED AND JOINT COMMANDS AND HQ  
ARMY STAFF

ARMY MAJOR COMMANDS

Instructors SERVICE SCHOOLS  
MILITARY ACADEMIES



Arms Control Specialists Advisors

### Liaison Officers





# FAO Proponent Issues

- ↳ Early Career Field Accessions Board  
*Approved; YG 95, 96, 97 done; YG98 partially done*
- ↳ Meeting Future Requirements—Army and Joint  
*UEy, UEx, BCTs, Army Transformation*
- ↳ Manpower Requirements Determination Process  
*Worldwide Manpower Scrub*
- ↳ Comprehensive Review of FAO Training Model  
*FAO Centers of Excellence*
- ↳ FAO Programs Directive (DoDD 1315.17)  
*More robust FAO programs across DoD;  
3/3/goal of 3, Sustainment Tng, Career Path  
to GO, Annual Reporting to OSD, Reserve  
FAOs*
- ↳ Defense Language Transformation Roadmap  
*Improvement of language, cultural awareness and  
regional expertise across the Army and DoD*
- ↳ (Demonstration Projects  
*Credential based promotions & Perform and Stay)*





# STRATEGIC LEADERSHIP DIVISION

**COL PETER C. BRIGHAM**  
DIVISION CHIEF  
TEL COMM (703) 692-7371 / DSN 222-7371  
[PETER.BRIGHAM@HQDA.ARMY.MIL](mailto:PETER.BRIGHAM@HQDA.ARMY.MIL)

**MR. CHARLES REIMER, GS14**  
DEPUTY DIVISION CHIEF  
TEL COMM (703) 692-6909/DSN 222-6909  
[CHARLES.REIMER@HQDA.ARMY.MIL](mailto:CHARLES.REIMER@HQDA.ARMY.MIL)

**LTC KIM ANGLESEY**  
48B REGIONAL MANAGER  
TEL COMM (703) 692-6913/DSN 222-6913  
[KIM.ANGLESEY@HQDA.ARMY.MIL](mailto:KIM.ANGLESEY@HQDA.ARMY.MIL)

**LTC VASILIOS FOTOPoulos**  
48D/F/H/I REGIONAL MANAGER  
TEL COMM (703) 614-2009/DSN 224-3026  
[VASHILOS.FOTOPoulos@HQDA.ARMY.MIL](mailto:VASHILOS.FOTOPoulos@HQDA.ARMY.MIL)

**LTC AL RUMPHREY**  
48G/J REGIONAL MANAGER  
TEL COMM (703) 614-3027 / DSN 224-3027  
[ARNOLD.RUMPHREY@HQDA.ARMY.MIL](mailto:ARNOLD.RUMPHREY@HQDA.ARMY.MIL)

**LTC JIM TURNER**  
48C/E REGIONAL MANAGER  
TEL COMM (703) 693-2198/DSN 223-2198  
[JAMES.TURNER@HQDA.ARMY.MIL](mailto:JAMES.TURNER@HQDA.ARMY.MIL)

**MAJ ROBERT MACMULLEN (XO)**  
ARMY STRATEGIST PROGRAM (FA59)  
TEL COMM (703) 614-3044 / DSN 224-3044  
[ROBERT.MACMULLEN@HQDA.ARMY.MIL](mailto:ROBERT.MACMULLEN@HQDA.ARMY.MIL)

**MR. JOHN WIRICK, GS13**  
PERSONNEL EXCHANGE PROGRAM  
TEL COMM (703) 614-2915 / DSN 224-2915  
[JOHN.WIRICK@HQDA.ARMY.MIL](mailto:JOHN.WIRICK@HQDA.ARMY.MIL)

**MS. SABRINA CLARK, GS9**  
SCHOOLS OF OTHER NATIONS  
TEL COMM (703) 692-9848 / DSN 222-9848  
[SABRINA.CLARK@HQDA.ARMY.MIL](mailto:SABRINA.CLARK@HQDA.ARMY.MIL)

**VACANT**  
ARMY FELLOWSHIP PROGRAMS/  
ARMY WAR COLLEGE LIAISON  
TEL COM (703) 693-1048/DSN 223-1048

**MS. PAT JONES, GM13**  
FAO SON / PEP BUDGETS  
TEL COMM (703) 692-7801 / DSN 222-7801  
[PATRICIA.JONES2@HQDA.ARMY.MIL](mailto:PATRICIA.JONES2@HQDA.ARMY.MIL)

**MAJ WARREN HOY**  
FAO COORDINATOR - DLI  
TEL COMM (831) 242-6467/DSN 878-6467  
OFFICE UNCLASS FAX COMM (703) 614-8909 / DSN 224-8909  
[WARREN.HOY@US.ARMY.MIL](mailto:WARREN.HOY@US.ARMY.MIL)

<http://www.fao.army.mil>

OFFICE UNCLASS FAX COMM (703) 614-8909 / DSN 224-8909

## HRC FAO ASSIGNMENTS

<b>LTC KELLY ZICCARELLO (CHIEF)</b>	(703) 325- <del>MISS</del> FRAN WARE (48B/C/F/H/I)	(703)
<b>MAJ PAUL DECECCO (48B/F/J)</b>	(703) <del>MISS</del> SAUNDRA BROWN (48D/E/G/J)	(703)
<b>MAJ DON BAKER (48C/E)</b>	(703) 325-31 <del>MISS</del> LATESHA HOLLOMAN (ADMIN)	(703) 325-6374
<b>MAJ MIKI HUNTINGTON(48D/G/H/I)</b>	(703) 325- <del>MISS</del> EAX 132(703) 325-6374	DSN 221-XX



# Questions/Discussion

